

Alberta
Dept of Manpower & Labour

CA2 ALL
1973 M11
c.2

CA2 ALL 1973M11
Manpower Study - Slave Lake Area: V.1. 0
t. 30, 1973. 2



3 3398 00300 4438



MANPOWER STUDY - SLAVE LAKE AREA

Volume One

LIBRARY
VAULT 19

Applied Research Associates Ltd.

EDMONTON — ALBERTA — CANADA

Digitized by the Internet Archive
in 2026 with funding from
Legislative Assembly of Alberta - Alberta Legislature Library



MANPOWER STUDY - SLAVE LAKE AREA

Volume One

INTRODUCTIONTABLE OF CONTENTS

	<u>PAGE</u>
Volume One	
Introduction	1
Observations and Summary	3
Methodology	11
Inventory of Employee Demand	20
Enumeration of Work Force	
A. By Occupation Classification	24
B. By Employer	40
Volume Two	
Labor Force Statistics	1
Questionnaire Legend	3
Total Response to Questionnaire	7
Organization of Labor Force Statistics	13

INTRODUCTION

This Manpower Study of the Slave Lake area was initiated at the request of the Department of Advanced Education, and was conducted under the auspices of the Department of Manpower and Labor. The research and the presentation of the data have been completed by Applied Research Associates Ltd. of Edmonton.

The overall objective of the study was to collect information pertinent to assessing the need for further training of the labor force in the vicinity of Slave Lake. To this end, two surveys were requested: (1) a survey of the present and projected (over a five-year period) manpower needs of industries in and near the town of Slave Lake; (2) a survey of the potential labor force in the study area to determine need for, and interest in, receiving academic upgrading or job training.

Volume One of this report explains the methodology employed throughout the study, reports the impressionistic and non-quantifiable data which may help to establish a context for the "hard data", and presents the results of the survey of industries in the study area. Volume Two outlines in detail some of the quantifiable information derived from the survey of the labor force in the study area.

Applied Research Associates Ltd. gratefully acknowledges the assistance of the following groups and persons during the course of this study: Mr. Dick Tubb, Department of Manpower and Labor, Edmonton; Mr. Dave Sonmor and Mr. G. Milligan, Office of Program Coordination,

INTRODUCTION

This Research Study of the Slave Lake area was initiated at the

request of the Department of Advanced Education, and was conducted

under the auspices of the Department of Advanced Education. The

research and the investigation of the data have been completed by

Applied Research Associates Ltd. of Edmonton.

The overall objective of the study was to collect information

pertaining to assessing the need for further training of the labor

force in the vicinity of Slave Lake. To this end, two surveys were

requested: (1) a survey of the present and projected (over a five-

year period) manpower needs of industries in and near the town of

Slave Lake; (2) a survey of the present and projected (over a five-

year period) manpower needs of industries in and near the town of

Slave Lake; (3) a survey of the present and projected (over a five-

year period) manpower needs of industries in and near the town of

Slave Lake; (4) a survey of the present and projected (over a five-

year period) manpower needs of industries in and near the town of

Slave Lake; (5) a survey of the present and projected (over a five-

year period) manpower needs of industries in and near the town of

Slave Lake; (6) a survey of the present and projected (over a five-

year period) manpower needs of industries in and near the town of

Slave Lake; (7) a survey of the present and projected (over a five-

year period) manpower needs of industries in and near the town of

Slave Lake; (8) a survey of the present and projected (over a five-

Slave Lake; Mr. Mike Cardinal, Department of Manpower and Labor,
Slave Lake; Mr. Jack Perry and Mr. Wayne McCulloch, Department of
Advanced Education, Slave Lake; educational technicians Dixon Armitage,
Roland Gladue, Francis Cardinal, Roland Calahasen, Brian Calahasen,
Roy Gladue, and Davis Willer; The Federal Department of Manpower and
Immigration in Edmonton and Slave Lake.

OBSERVATIONS AND SUMMARY

The majority of each of the two volumes of this report summarizes the "hard data" derived from the surveys of industry and of the labor force. The purpose of the present section, then, is to provide a few general remarks concerning the "hard data". Also, this section offers an overview of comments from those interviewed as well as observations concerning some of the socio-economic phenomena in the study area.

General Remarks

- (1) From a socio-cultural perspective, it would be an unwarranted assumption to conclude that because a given percentage of the potential labor force in the study area needs academic upgrading or training for employment that these persons will participate in training programs or accept employment following training. During the past five years of economic expansion in the Slave Lake area, very little, if any, accurate information has been systematically collected concerning the socio-cultural characteristics of the region. Thus, no accurate socio-cultural background can provide a context for interpreting labor force statistics.

- (2) About 65% to 70% of the presently employed labor force is accounted for in the survey of industries in or near the town of Slave Lake. A study conducted by the Research Section, Provincial Planning Branch, Department of Municipal Affairs in March, 1973 indicates 1710 persons employed in or near Slave Lake town. This represents 1235 full-time job equivalents according to the study.

From the companies surveyed by Applied Research Associates Ltd., 772 persons , 569 full-time, 39 regular part-time, and 164 seasonal, are employed by the companies interviewed. By 1978, figures for the same companies and others known to be locating in the area predict 1,461 persons will be employed full-time, 40 regular part-time and 206 seasonal, for a total of 1707. In other words, total job opportunities will more than double over the next five years.

- (3) The survey of the labor force included 471 respondents from an adult population in the study area of 8265. See the section on methodology for details of the survey.
- (4) 4.5% of the total respondents surveyed had no formal schooling.
- (5) 66.5% of the total number of respondents have received no further training after leaving grade school.

- (6) 55.6% of those surveyed had completed grade 8 or less.
- (7) Schooling and job training seem to be less prevalent on reserves, metis colonies and in isolated communities.

Comments from Industry

- (1) A number of employers presented the opinion that government training programs have very limited value from an operational point of view. Several stated that when persons were hired after passing through these programs, the new employees had to be told to forget what they had learned. They had to be re-oriented to the perspective and needs of the employer. (These comments apply primarily to vocational training programs.)
- (2) Further to the views expressed in point (1) above, more specific opinions seem to be of three types. First, some employers felt that it was worth the cost and effort to train their own employees so that the end result can be geared to the needs of the company. Second, others agreed concerning the desirability of this procedure, but felt that the

government should provide compensation for the cost of training. Third, some others obviously "milk the government cow" by viewing government training programs presently operating as a source of grants to be added to general revenue without being particularly concerned about the quality or nature of training.

- (3) Several companies made the point the point that government training programs should concentrate on "life skills" training and leave job training to industry.
- (4) Point (3) should be seen particularly in relation to the fact that most employers encounter what they view as serious problems in hiring native peoples. The old stereotypes of native peoples being undependable, unstable, and so on, seem to be quite prevalent. At any rate, a glance at the tables depicting the numbers of native persons employed by each company illustrates viewpoints concerning the usefulness of native employees.
- (5) Most employers stated that they had been subjected to vast numbers of surveys and understandably responded less than enthusiastically to another one.

- (6) Some employers stated that it is nearly impossible to hire employees due to a shortage of qualified persons in the study area. The high demand encourages some degree of "employee raiding" by a company in need offering higher wages to employees of other companies.
- (7) Few employers have systematically made projections concerning increased labor demand over the next five years.

Comments from the Labor Force

- (1) The educational technicians had a difficult time explaining (even in Cree) to native persons that the survey is an opinion poll and not a literal guarantee of training or jobs. This point should be remembered for the benefit of future surveys.
- (2) Most native persons as well as other who were interviewed confuse Canada Manpower and the provincial Department of Manpower and Labor. This may be of particular importance because the prevailing opinion of Canada Manpower throughout the study area appears to be quite low.
- (3) In many instances, particularly in isolated communities,

people literally ran into the bush when they thought they were being approached by "government workers". This may again indicate problems of communication and mutual confidence.

- (4) Any survey in this area would be impossible without the interviewers being bilingual in Cree and English.
- (5) Several persons apparently expressed dissatisfaction with their present jobs, and want "to have one they would like." Some of the statistics regarding willingness to retrain lends credence to this observation.
- (6) Interviewers stated that many persons to whom they spoke indicated a desire for more academic upgrading.

Socio-Economic Observations

- (1) Thought should be given to the potential effect of the Syncrude operation in Ft. McMurray upon the labor force in the Slave Lake area. Statistics indicate that a high percentage of workers are willing to retrain and relocate for employment. One might expect much of the labor force in the Slave Lake region to be attracted

to Ft. McMurray if and when the Syncrude plant begins major operations.

- (2) Housing is apparently one of the most prominent problems related to resettlement of the labor force in the Slave Lake area. Unquestionably much more accommodation will be needed in the area over the next five years. One viewpoint, constantly elicited in the area is that more variety needs to be available in terms of accommodation. For example, rental space is at a premium and not all persons moving into the town of Slave Lake desire or are able to purchase a house.

On the other hand, to be completely objective, several new houses in the town reportedly stand vacant because they are for sale in "Little Wabasca", which is viewed as the "native" end of town. In this context, very serious discrimination is in evidence as a growing attitude in the town. The "housing problems" are increasingly social in nature rather than a simple lack of accommodation.

- (3) As noted briefly above, discrimination is not only creating "housing ghettos" in the town, but the range

of job opportunities available to native persons
appears to be somewhat limited.

METHODOLOGY

As suggested above, the study is designed around two general surveys. The survey of industries is confined to the Slave Lake - Mitsue Park region excepting where satellite industries are needed to produce raw materials. Thus, for example, the bush operations near Red Earth produce forestry products for industrial processing in and around Slave Lake.

The labor force survey encompasses a number of areas radiating from the south shoreline of Lesser Slave Lake. As comparative data are integral to the study, five general types of communities contribute to the sample:

- (1) Indian Reservations.
- (2) Metis Colonies.
- (3) Established Communities.
- (4) Satellite Communities.
- (5) Isolated Communities.

The general boundaries of this survey, then, range from Peerless Lake and Trout Lake in the north to Smith in the south; from High Prairie in the west to Wabasca and Calling Lake in the east.

Survey of Industry

The survey of industry was conducted among most larger companies in the Slave Lake and Mitsue Park areas, provided that these companies employed ten or more persons. Businesses employing less than ten persons were excluded from the survey. Also, only a small percentage of

companies involved in trucking, oilfield operations and construction were sampled.

Representatives of each company included in the sample were interviewed individually and informally rather than being polled by questionnaire. The primary reason for use of this technique is that employers in the area have been "surveyed to death" by a barrage of (often) uncoordinated and unrelated minor questionnaires. The incidence of repetition in these surveys apparently is high due to the largely independent operation of Federal and Provincial governments as well as of departments within these respective governments.

However, a core structure to the interviews was established in each instance. This core structure usually included collection of the following information.

- (1) The name of the company.
- (2) The location of operations.
- (3) The total number of employees.
- (4) The total number of native employees.
- (5) The degree to which there is seasonal fluctuation in job opportunities.
- (6) Projections of employee requirements over the next five years.
- (7) Attitudes toward hiring of native persons.
- (8) The degree of difficulty, if any, in finding well qualified employees.

(9) The views of the employer concerning training of a labor force.

(10) The extent of problems, if any, regarding resettlement of a labor force.

In all cases, job opportunities were translated into the standard categories suggested by the Canadian Classification and Dictionary of Occupations (C.C.D.O.).

During interviews, the company representatives were encouraged to discuss further problems of their own interest related to the labor force in general, and training in particular. A number of worthy opinions and viewpoints were derived from this personal interaction. All interviews with employers were conducted by Mr. P. G. Scambler of Applied Research Associates Ltd.

Survey of Labor Force

Upon initiation of the survey, it became apparent that to sample the entire study area as a whole would be very misleading due to the extreme socio-economic and cultural differences observable between various communities in the total study area. For this reason, the survey areas and samples obtained were established as follows.

<u>Community</u>	<u>Population over 14 yrs. 1971 census</u>	<u>Sample Requested</u>	<u>Sample Received</u>
Reserves			
Calling Lake	45	5	5

<u>Community</u>	<u>Population over 14 yrs. 1971 census</u>	<u>Sample Requested</u>	<u>Sample Received</u>
Reserves (cont.)			
Desmarais	100	30	31
Atikamig	150	15	13
Sucker Creek	150	5	5
Driftpile	160	5	5
Swan River	70	5	5
Sawridge	$\frac{60}{735}$	$\frac{5}{70}$	$\frac{3}{67}$
Metis Colonies			
East Prairie	205	20	20
Gift Lake	245	20	20
Big Prairie	$\frac{395}{845}$	$\frac{20}{60}$	$\frac{19}{59}$
Established Communities			
High Prairie	1540	100	96
Kinuso	180	10	10
Slave Lake	1150	100	79
Smith	$\frac{115}{2985}$	$\frac{10}{220}$	$\frac{11}{196}$
Satelite Communities			
Canyon Creek	140	15	15
Wide Water	200	10	9
Wagner		10	10

<u>Community</u>	<u>Population over 14 yrs. 1971 census</u>	<u>Sample Requested</u>	<u>Sample Received</u>
Satelite Communities (cont.)			
Joussard	330	25	25
Grouard	220	20	23
Wabasca	300	35	29
Calling Lake	<u>210</u>	<u>20</u>	<u>15</u>
	1400	135	126
Isolated Communities			
Sandy Lake	Inaccessible		
Peerless Lake		10	8
	155		
Loon Lake		10	7
Trout Lake		<u>10</u>	<u>8</u>
	<u>155</u>	<u>30</u>	<u>23</u>
Additional persons scattered through census districts but not in communities sampled			
	<u>2145</u>	—	—
Grand totals	8265	515	471

The samples were derived randomly within each sample area.

A copy of the formal questionnaire may be viewed on page 16. The questionnaire was administered via interviews conducted in Cree or English by educational technicians provided by the Department of Advanced Education in Slave Lake.

Two points should be clearly understood concerning the structure

MANPOWER SURVEYSLAVE LAKE AREA

- 1) Age _____
- 2) Sex Male Female
- 3) What is the last grade that you completed in school? _____
- 4) Have you received any further training after leaving grade school? Yes No
- 5) If so, how many years? _____
- 6) How did you receive this training? a) University
b) NAIT or SAIT
c) apprenticeship
d) on-the-job training
e) other
- 7) In what field did you receive training? (e.g. welding, forestry) _____
- 8) At what job have you spent the greatest length of time in the past five years? _____
- 9) How many months did you work at this job? _____
- 10) Are you willing to work in or near the town of Slave Lake? _____
- 11) Are you willing to undergo further training for a job? Yes No
- 12) Would you be willing to leave your home community alone for further training? Yes No
- 13) Would you be willing to leave your home community alone for full time employment?..... Yes No
- 14) Would you be willing to leave your home community for training or employment if your family could go with you? Yes No
- 15) Would you be willing to undertake training for employment if the training were done in your home community? Yes No
- 16) What kind of training do you think you would like? _____
- 17) What diplomas, degrees, or certificates have you received? _____

Location of Interview _____

of the questionnaire. First, question #10 was administered to all respondents, but should be ignored in relation to the respondents from the town of Slave Lake. The question was included primarily to poll communities other than established communities. Consequently, when respondents enquired as to the meaning of "in or near" the town of Slave Lake, the interviewers explained that this included all established communities along the south shore of Lesser Slave Lake from Slave Lake to High Prairie.

Second, questions #12 to #15 are included to ascertain if native peoples would respond more positively to training and employment if each type of opportunity were presented to a kinship unit rather than to an individual.

In conducting the interviews, the educational technicians were encouraged to chat with respondents and to record any statements, opinions or observations of interest related to the study. These are reported in the section entitled "Observations and Summary".

Organization of Data

The data from the two surveys are organized in two sections of the report. The information solicited from industry is presented in the "Inventory of Employee Demand, Slave Lake Area". This section includes a general summary, organization of the statistics on a company by company basis, and organization of the same information according to C.C.D.O. classifications.

The survey of the labor force is summarized in Volume Two. The total responses to each part of the questionnaire is presented, followed by a series of Table Sets which compare various relevant pairs of questions. Most quantifiable questions concerning the nature of the surveyed labor force can be answered from these tables.

General observations emanating from the field work and a summary of the study results are presented in Volume One, in the section entitled "Observations and Summary".

Methodological Problems

Three methodological points should be respected in terms of applying these data to specific problems in the Department of Manpower and Labor and the Department of Advanced Education.

- (1) The data are presented as valid manpower statistics and information. Accordingly, they are processed to a certain level of organization. If further specific questions are to be answered by the data, appropriate statistical procedures will have to be applied in the context of the specific problem
- (2) Unjustifiable assumptions may be easy to make due to the nature of the surveys requested. For example, to determine the percentage of the population which theoretically requires training in no way indicates that those persons who are trainable will be motivated

to enroll in training programs. Nor do we know if they would take jobs if they were trained. Similarly, it is an unanswerable question whether employers will hire native peoples trained or otherwise for certain kinds of jobs. In other words, there is no information on socio-cultural context into which these statistics can be placed and interpreted. To make assumptions that the surveyed potential labor force will respond in the same manner as an urban force is unwarranted.

- (3) Data concerning the total regional population as well as the local populations from sample areas is provided in the event that further statistical analyses may be convenient. From a technical perspective, the data are accurate for the sample, but in the context of any given question should be subjected to appropriate statistical analysis to determine level of significance before being generalized to the total regional population or a given local population.

INVENTORY OF EMPLOYEE DEMANDSLAVE LAKE AREA

The following outlines the salient results of an extensive survey conducted amongst major employers in the Slave Lake Area. The purpose of the inquiry was to document as accurately as possible the present extent of the Slave Lake labor force and then to note where possible the anticipated expansion of this labor force.

The research sample was derived from a list of employers provided by the Slave Lake Office of Program Co-ordination each of whom had ten or more persons on their staff. This list included companies anticipating development in the area. While the intent of the study was confined originally to the immediate Slave Lake Area it became apparent that certain Slave Lake Town firms had operations at Red Earth that were connected significantly to Slave Lake via the draw of labor or the provision of raw materials. These companies were included in the study and consequently the following employment data is presented as pertaining to the Red Earth Area or the Slave Lake Area.

Interviews were conducted with respective employers during the period September 14-28, 1973. Each was asked to outline his present work force and expansion anticipated over the next five years. The Canadian Classification and Dictionary of Occupations (C.C.D.O.) was utilized to categorize the data as was the status ranking of employees as being:

- a - regular full-time;
- b - regular part-time;
- c - seasonal.

In the pages that follow the letters a, b, and c are used to indicate these same categories.

Unless otherwise labelled the numbers of employees found in each section of the report indicate present labor force, October 15, 1973. Increases in labor force are indicated by the appropriate date. It is assumed that the increases may be gradual overtime reaching the level indicated on or about the date specified.

In the inventory of positions by company the number in parenthesis immediately beneath the total of present jobs indicates the number out of the aforementioned sum that are native people. No such figures are indicated on future jobs as it is not possible to predict that phenomena.

While the C.C.D.O. was useful as a general means of categorizing the Slave Lake labor force, problems did arise. Oftentimes the job descriptions as stated were too general or too specific for the particular employee in question or one employee performed the tasks listed in several different C.C.D.O. occupations. For these reasons a certain degree of generalization had to be incorporated into the survey procedure. The actual job title found in the inventory by company is that term for the position used by the company in question. The title found following the C.C.D.O. number in Section A is the formal one found within the dictionary.

During the course of the study, information re job creation was indicated for four different companies for whom detailed classification of employees was not available. These are included in the Summary on page 22 and described in the footnotes. With respect to the sash and door plant, January, 1974, wood working plant, June, 1974 and particle board plant, September, 1975, their advent should be regarded as speculative at this time.

SUMMARY OF WORK FORCE, PRESENT AND PROJECTED LEVELS

1) Slave Lake Area

	a	b	c
	<u>REGULAR FULL-TIME</u>	<u>REGULAR PART-TIME</u>	<u>SEASONAL</u>
Present Positions			
No. of Workers	569	39	164
Additional Work Force Projected			
November 1, 1973	+65 634		+42 206
December 1, 1973	+42 676		
January 1, 1974	+65	+1 40	
	+28 ¹ 769		
April 1, 1974	+1 770		
June 1, 1974	+20 ² 790		
July 1, 1974	+106 896		
September 1, 1975	+7 903		
October 1, 1974	+120 ³ 1,023		
March 1, 1975	+60 ³ 1,083		
July 1, 1975	+20 ³ 1,103		
September 1, 1975	+42		
	+200 ⁴ 1,345		
September 1, 1976	+110 1,455		
September 1, 1978	+6 1,461	40	206

NOTES

- 1 Positions created if suggested sash and door plant materializes.
- 2 Positions created if suggested woodworking plant materializes.
- 3 Positions created (unclassified) when Alberta Aspen Board Ltd.'s wafer board plant goes on stream and successively increases the number of shifts in its plant.
- 4 Positions created if suggested particle board plant materializes.

2) Red Earth Area

	a	b	c
	<u>REGULAR FULL-TIME</u>	<u>REGULAR PART-TIME</u>	<u>SEASONAL</u>
Present Positions No. of Workers	6	1	67
November 1, 1973			+38 105
January 1, 1974	6	1	121

A.

ENUMERATION OF WORK FORCE - BY OCCUPATION CLASSIFICATION

1. Employee Positions - Slave Lake Area

	<u>a</u> *	<u>b</u> *	<u>c</u> *
1113-114	Executive Administrator, Government Department		
	1		
1113-122	Senior Administrator, Government Department		
	1		
1130-114	Hospital Administrator		
	1		
1130-122	General Manager, Construction		
	3		
September 1, 1976	1		
1133-142	Principal		
	2		
1135-110	Comptroller		
	1		
1135-114	Manager, Bank		
	2		
1142-110	Hotel Manager		
	1		
1143-114	Production Manager		
	2		
1143-118	Manager, Raw Materials Production		
	5		
July 1, 1974	1		
1145-110	Construction Manager		
	1		
1145-114	Construction Superintendent		
	1		1
1149-126	Manager, Administration		
	3		
1171-138	Branch Accountant, Bank		
	2		
1171-210	Consumer Credit Officer		
	2		
1175-118	Purchasing Officer - Material		
April 1, 1974	1		
September 1, 1976	1		

a* - Regular Full-Time

b* - Regular Part-Time

c* - Seasonal

abc

2135-272	Forest Technician		
	4		
September 1, 1975	1		
2139-110	Forester		
	1		
2143-134	Highway Engineer		
	1		
2154-114	Petroleum Engineer		
	4		
2159-126	Gas and Steam Distribution Engineer		
	1		
2159-138	Forest Engineer		
	1		
2161-118	Instrument Man		
	2		
2161-122	Surveyor Helper		
	6		
2163-110	Draughtsman, General		
	1		
September 1, 1976	1		
2165-114	Estimator		
	1		
September 1, 1976	1		
2165-262	Petrochemical - Engineering Technician		
	2		
2165-266	Petroleum - Engineering Technician		
	1		5
2319-130	Community Planner		
	1		
2333-110	Recreation Director		
	1		
2351-114	Librarian		
	1	1	
2731-110	Elementary School Teachers		
	23	2	
2733-110	Secondary School Teachers - Academic		
	18	1	
September 1, 1975	2		
2733-114	Secondary School Teachers - Vocational		
	3		
2799-199	Teachers' Aide		
	2		
September 1, 1975	6		
3111-146	Surgeon, General		
	1		

abc

3111-166	Physician, General Practice		
	3		
3130-110	Nurse, Supervisor		
	1		
September 1, 1975	1		
3131-130	Nurse, General Duty		
	12		
September 1, 1975	6		
3134-110	Nursing Assistant		
	6		
September 1, 1975	6		
3135-114	Orderly		
	1		
3155-114	Diagnostic - Radiological Technician		
	1		
3156-134	Medical - Laboratory Technician		
	2		
3715-126	Billiard - Parlour Attendant		
	1		
4111-110	Secretary		
	11	3	
September 1, 1976	1		
4111-118	Stenographer		
	1		
4113-124	Clerk - Typist		
	4	8	
November 1, 1973	1		
September 1, 1975	1		
4130-110	Supervisor, Bookkeepers and Accounting Clerks		
	2		
4131-114	Bookkeeper		
	2		
September 1, 1975	1		
4131-118	Payroll Clerk		
	1		
4131-134	Accounting Clerk		
	4		
July 1, 1974	1		
4131-142	Bookkeeping Clerk		
	1		
4131-146	Budget Clerk		
	1		
4131-154	Billing Clerk		
	1		

	<u>a</u>	<u>b</u>	<u>c</u>
4131-158	Timekeeper		
	2		1
November 1, 1973			1
December 1, 1973	2		
July 1, 1974	3		
4133-110	Teller		
	7		
4133-118	Cashier		
	5	1	
4133-122	Cashier, Office		
	3		
4135-182	Utility Clerk, Bank		
	4		
4141-110	Bookkeeping - Machine Operator		
	2		
4150-114	Supervisor, Shipping and Receiving Clerks		
December 1, 1973	1		
4151-114	Material Co-ordinator		
	1		
4151-198	Tallyman		
	1		
4155-122	Purchasing Clerk		
	1		
4155-126	Storeman		
	3		
November 1, 1973	1		
September 1, 1976	1		
4155-146	Inventory Clerk		
	1		
4157-110	Weighing Station Operator		
December 1, 1973	1		
4161-110	Medical - Record Librarian		
	1		
September 1, 1975	1		
4171-118	Receptionist		
	1		
4191-110	Hotel Clerk		
	6		
4197-114	Clerk, General Office		
	1		
4197-122	Ward Clerk		
	1		
4199-130	Radio - Telephone Operator, Highways		
	2		

	<u>a</u>	<u>b</u>	<u>c</u>
5130-110	Department Supervisor, Supermarket 1		
5130-114	Managing Supervisor, Retail Store 2		
5137-114	Retail Clerks 6	5	
September 1, 1978	3		
6115-138	Security Guard 3		
6120-110	Managing Supervisor, Dining Establishment 1		
6120-114	Managing Supervisor, Food Concession 1		
6120-118	Supervisor, Bartenders 1		
January 1, 1974	1		
6121-114	Cook 6	2	
6121-122	Cook, Institution 2		
September 1, 1975	1		
6121-126	Cook, Specialty Foods 2		
6121-134	Cook, Helper 7		2
September 1, 1975	1		
6123-110	Bartender 3	1	
6123-114	Tapman 5		
January 1, 1974	3		
6125-122	Counterperson, Lunchroom 2	3	
January 1, 1974	1	1	
6125-126	Waiter 14	5	
January 1, 1974	7		
6129-199	Camp Cook 1		4
November 1, 1973			2
6130-114	Managing Supervisor, Hotel, Motel 3		
6133-114	Chambermaid 6	5	

	<u>a</u>	<u>b</u>	<u>c</u>
6191-110	Janitor		
	7		
6191-114	Charwoman		
	4		
September 1, 1975	1		
6198-134	Kitchen Helper		
	4	1	
6198-138	Laundry Laborer		
	2		
6198-150	Doorman		
January 1, 1974	3		
7510-110	Foreman, Forestry Conservation Occupations		
	2		
7510-120	Foreman, Log Inspecting, Grading, Scaling and Related Occupations		
	1		
7510-126	Foreman, Timber Cutting and Related Occupations		
			1
November 1, 1973			2
July 1, 1974	3		
7511-110	Forest Officer		
	27		
September 1, 1975	1		
7511-114	Fire Look Out		
	3		20
7513-118	Faller and Bucker		
			13
November 1, 1973			14
July 1, 1974	20		
7516-110	Timber Cruiser		
	12		
7517-118	Logging - Tractor Operator		
			12
November 1, 1973			12
July 1, 1974	20		
7517-142	Chaser		
			4
7517-150	Chokerman		
July 1, 1974	15		

	<u>a</u>	<u>b</u>	<u>c</u>
6191-110	Janitor		
	7		
6191-114	Charwoman		
	4		
September 1, 1975	1		
6198-134	Kitchen Helper		
	4	1	
6198-138	Laundry Laborer		
	2		
6198-150	Doorman		
January 1, 1974	3		
7510-110	Foreman, Forestry Conservation Occupations		
	2		
7510-120	Foreman, Log Inspecting, Grading, Scaling and Related Occupations		
	1		
7510-126	Foreman, Timber Cutting and Related Occupations		
			1
November 1, 1973			2
July 1, 1974	3		
7511-110	Forest Officer		
	27		
September 1, 1975	1		
7511-114	Fire Look Out		
	3		20
7513-118	Faller and Bucker		
			13
November 1, 1973			14
July 1, 1974	20		
7516-110	Timber Cruiser		
	12		
7517-118	Logging - Tractor Operator		
			12
November 1, 1973			12
July 1, 1974	20		
7517-142	Chaser		
			4
7517-150	Chokerman		
July 1, 1974	15		

	<u>a</u>	<u>b</u>	<u>c</u>
7518-110	Log Loader		
November 1, 1973			5
July 1, 1974	8		1
7518-122	Tree Planter		
			13
7710-126	Field Foreman, Oil Well Services		
	2		
January 1, 1974	1		
September 1, 1974	1		
7711-110	Service - Unit Operator, Oil Well		
	2		
7711-170	Roustabout		
	6		
8215-114	Butcher		
	1		
8215-294	Butcher's Helper		
	1		
8230-114	Foreman, Laborers and Other Elemental Workers		
			1
8230-118	Foreman, Plywood Making and Related Occupations		
December 1, 1973	1		
8230-122	Foreman, Sawmill		
	3		1
December 1, 1973	1		
January 1, 1974	2		
8231-110	Head - Saw Operator		
	1		3
January 1, 1974	1		
8231-114	Edger Man, Automatic		
	2		1
December 1, 1973	1		
January 1, 1974	2		
8231-122	Gang Sawyer, Cant		
	2		
December 1, 1973	1		
January 1, 1974	2		
8231-130	Lumber - Sizer Operator		
	1		1
December 1, 1973	1		
January 1, 1974	1		
8231-134	Log Cut-Off Sawyer		
			3
December 1, 1973	1		

	<u>a</u>	<u>b</u>	<u>c</u>
8231-142	Trimming Machine Operator		1
8233-112	Veneer - Lathe Operator		
December 1, 1973	2		
8233-142	Veneer Clipper		
December 1, 1973	1		
8235-110	Kiln Operator		
	2		
December 1, 1973	1		
January 1, 1974	1		
8235-134	Veneer Dryer Tender		
December 1, 1973	1		
8236-114	Grader, Lumber		1
	2		
December 1, 1973	1		
January 1, 1974	2		
8236-126	Grader, Veneer and Plywood		
December 1, 1973	2		
8238-114	Veneer - Strip - Cut-Off Sawyer		
December 1, 1973	1		
8238-122	Lumber Sorter		4
	5		
December 1, 1973	3		
January 1, 1974	3		
8238-134	Sawmill Laborer		13
	16		
December 1, 1973	8		
January 1, 1974	16		
July 1, 1974	10		
8239-118	Ring Barker Operator		
	1		
December 1, 1973	1		
January 1, 1974	1		
8239-134	Chipperman		
December 1, 1973	1		
8239-142	Sawmill Worker		
	4		
January 1, 1974	4		
8313-154	Machinist, General		
	1		

	<u>a</u>	<u>b</u>	<u>c</u>
8330-126	Foreman - Welding		
	1		
September 1, 1976	1		
8333-118	Sheet Metal Worker		
	1		
November 1, 1973	2		
September 1, 1976	3		
8335-126	Welder, Combination		
	6		2
November 1, 1973	1		
September 1, 1976	1		
8353-126	Stock Cutter, Wood		
	2		
September 1, 1976	6		
8353-130	Cut-Off Saw Operators		
	2		
January 1, 1974	1		
September 1, 1976	1		
8353-134	Radial Arm Saw Operator		
	1		
November 1, 1973	1		
September 1, 1976	1		
8359-126	Layout Man (Woodworking)		
	1		
September 1, 1976	2		
8393-134	Grinder and Sharpener		
December 1, 1973	1		
8510-130	Foreman - Mobile Home Assembly		
	1		
September 1, 1976	1		
8533-110	Electrical Repairman		
	3		
8535-122	Repairman - Radio Communications Equipment		
	3		
8548-134	Band Nailer		
	1		
January 1, 1974	1		
8549-399	Assembly Workers - Jig		
November 1, 1973	25		
September 1, 1976	25		

	<u>a</u>	<u>b</u>	<u>c</u>
8580-114	Foreman, Production Machinery		
	2		
September 1, 1976	1		
8580-199	Pump - Serviceman Foreman		
	2		
September 1, 1974	1		
8581-118	Motor Vehicle Mechanic		
	2		
December 1, 1973	1		
8584-122	Millwright		
	4		3
December 1, 1973	2		
January 1, 1974	4		
8584-170	Maintenance Mechanic Compressed Gas Plant		
	2		
September 1, 1974	1		
8584-378	Construction Equipment Mechanic		
	1		
November 1, 1973			1
July 1, 1974	1		
8589-138	Airport Maintenance Man		
	2		
8596-184	Materials and Parts Inspector		
	2		
8710-110	Foreman, Excavating, Grading and Related Occupations		
	1		
8710-199	Highway Foreman		
	4		
September 1, 1975	4		
8711-126	Bull Dozer Operator		
	15		9
January 1, 1974	1		
8711-142	Power Shovel Operator		
	2		
8711-146	Road - Grader Operator		
	5		
September 1, 1974	1		
September 1, 1975	4		
8711-162	Utility - Tractor Operator		
	2		1
September 1, 1978	3		

	<u>a</u>	<u>b</u>	<u>c</u>
8711-174	Loader Operator		
	1		
January 1, 1974	1		
8718-199	Laborers - Excavating, Grading, Paving		
			7
8730-114	Foreman, Electrical Power Lineman		
	1		
8730-118	Foreman, Telephone and Telegraph Installation		
	1		
8730-122	Foreman, Electric Power Inspectors		
	1		
8731-110	Service Lineman		
	4		
8731-118	Lineman		
	5		
8733-122	Electrician		
	1		
November 1, 1973	2		
September 1, 1976	3		
8735-000	Wire Communication, Installers		
September 1, 1974	1		
September 1, 1975	1		
8735-110	Central Office Equipment Repairman		
	2		
8735-114	Combination Man		
	1		
8735-118	Communications - Equipment Man		
	3		
8780-114	Foreman, Carpenters and Related Workers		
	2		1
September 1, 1976	2		
8780-134	Foreman, Laborers and Elemental Workers		
	1		
8780-146	Foreman, Pipe Fitters		
	2		
8781-110	Carpenter		
	4		6
September 1, 1976	12		
8781-114	Carpenter, Maintenance		
	1		
December 1, 1973	1		

	<u>a</u>	<u>b</u>	<u>c</u>
8781-122	Carpenter's Helper		
	5		
November 1, 1973	6		
September 1, 1976	18		
8791-118	Pipe Fitter, Welding		
	10		
8791-134	Maintenance Man, Sewer and Water Mains		
	1		
8791-150	Gas Serviceman Helper		
	1		
8798-114	Construction Laborer		
			4
8799-126	Maintenance Man, Factory or Mill		
	4	1	6
November 1, 1973			2
December 1, 1973	1		
January 1, 1974	1		
July 1, 1974	4		
8799-274	Highway - Maintenance Man		
	1		
8799-399	Assembly Workers - Pre-Fab		
November 1, 1973	25		
September 1, 1976	25		
9170-118	Foreman, Truck Drivers		
	1		
9175-118	Truck Driver - Heavy		
	7		2
September 1, 1974	1		
September 1, 1975	2		
9175-122	Truck Driver - Tractor Trailer		
	3		4
November 1, 1973			7
July 1, 1974	20		
9179-190	Truck Driver Helper		
	6		3
September 1, 1974	1		
September 1, 1975	2		
9199-130	Snow Removal Equipment Operator - Urban		
	2		
9315-114	Conveyor Operator		
	1		
January 1, 1974	1		

	<u>a</u>	<u>b</u>	<u>c</u>
9315-126	Industrial Truck Operator		
	2		6
November 1, 1973	1		
December 1, 1973	4		
January 1, 1974	1		
September 1, 1976	2		
9315-134	Straddle - Truck Operator		
	3		
January 1, 1974	3		
9535-114	Sewage Plant Operator		
	2		
9537-126	Gas Liquefaction and Regasification Plant Operator		
	9		
9537-130	Pumper, Oilfield		
	13		
9918-199	General Laborer		
	21		

2. Employee Positions - Red Earth Area

	<u>a</u>	<u>b</u>	<u>c</u>
4131-114	Bookkeeper	1	
4131-158	Timekeeper		1
November 1, 1973			1
6121-134	Cook, Helper		3
November 1, 1973			2
January 1, 1974			2
6129-199	Camp Cook		3
November 1, 1973			1
6139-118	Camp Attendant		1
January 1, 1974			1
7510-110	Foreman, Forestry Conservation Occupations		
	2		
7510-126	Foreman, Timber Cutting and Related Occupations		
	2		1
7513-118	Faller and Bucker		13
November 1, 1973			4
January 1, 1974			4
7517-118	Logging - Tractor Operator		
	2		13
November 1, 1973			9
January 1, 1974			5
7517-142	Chaser		
November 1, 1973			4
7517-150	Chokerman		4
January 1, 1974			4
7518-110	Log Loader		3
8231-110	Head - Saw Operator		1
November 1, 1973			3

<u>a</u>	<u>b</u>	<u>c</u>
8231-114	Edger Man, Automatic	
November 1, 1973		2
8231-138	Log Cut-Off Sawyer	
		1
8231-142	Trimming Machine Operator	
		1
8238-134	Sawmill Laborer	
		7
November 1, 1973		6
8239-142	Sawmill Worker	
		1
8533-110	Electrical Repairman	
		1
8584-122	Millwright	
		1
November 1, 1973		1
8799-126	Maintenance Man, Factory or Mill	
November 1, 1973		1
9175-122	Truck Driver - Tractor Trailer	
		10
November 1, 1973		4
9315-126	Industrial Truck Operator	
		2

B.

ENUMERATION OF WORK FORCE - BY EMPLOYER

ALBERTA ASPEN BOARD LTD.

Slave Lake Area

July 1, 1974

<u>a</u> ¹	<u>b</u> ¹	<u>c</u> ¹		
1			Forest Engineer	1143-118
1			Accountant	4131-134
3			Timekeepers	4131-158
3			Foremen	7510-126
20			Fallers	7513-118
20			Skidder Operators	7517-118
15			Chokermen	7517-150
8			Log Loaders	7518-110
10			Laborers	8238-134
1			Mechanic	8584-378
4			Maintenance Men	8799-126
<u>20</u>			Logging Truck Drivers	9175-122
<u>106</u>				

October 1, 1974

- 120 persons*

March 1, 1975

- 60 persons*

July 1, 1975

- 20 persons*

* This is the work force anticipated when the wafer board plant comes into production in October 1974. The staff increase in March and July of 1975 are those expected to bring the plant up to full strength on a 4 hour shift operation. Further detail on the actual composition of the work force is not available at this time. The principals anticipate that 50% of the wafer board plant staff will be recruited from the Slave Lake Area.

a¹ - Regular Full-Time

b¹ - Regular Part-Time

c¹ - Seasonal

ALBERTA FOREST SERVICE

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>		
1			Forest Superintendent	1113-122
1			Office Manager	1149-126
3			Timber Management Technicians	2135-272
1			Land Use Officer	2135-272
1			Forester	2139-110
1			Clerk - Steno	4111-110
1	8		Clerk - Typist	4113-124
1			Accounts Clerk	4131-134
1			Warehouse Man	4155-126
2			Radio Operators	4199-130
		1	Cook's Helper	6121-134
1		1	Cook	6129-199
2			Fire Control Officers	7510-110
27			Forest Officers	7511-110
3		20	Fire Look Outs	7511-114
8			Timber Cruisers	7516-110
		13	Tree Planters	7518-122
2			Equipment Mechanics	8581-118
2			Airport Maintainers	8589-138
1			Maintenance Carpenters	8781-114
2			Bull Dozer Operators	8711-126
<u>1</u>	<u>-</u>	<u>-</u>	Road Foreman	8799-274
<u>62</u>	<u>8</u>	<u>35</u>		

Red Earth

2		Forest Officers	7511-110
=			

Slave Lake Area
September 1, 1975

<u>a</u>	<u>b</u>	<u>c</u>		
1			Forest Technician	2135-272
<u>1</u>			Forest Officer	7511-110
2				

None of the above are native persons. In addition, there are 800 certified forest fire fighters registered in the Slave Lake office (7511-122), who are predominantly native persons.

ALBERTA GOVERNMENT TELEPHONES

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
1		Plant Clerk 4197-114
2		Mobile Repairmen 8535-122
1		Plant Manager 8730-118
2		Central Office Equipment
		Repairmen 8735-110
1		Combination Man 8735-114
<u>3</u>		Communications Electricians 8735-118
10		
<u>=</u>		

September 1, 1974

<u>1</u>	Wire Communication Installers 8735-000
<u>=</u>	

September 1, 1975

<u>1</u>	Wire Communication Installers 8735-000
<u>=</u>	

ALBERTA HIGHWAYS & TRANSPORT

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
1		Engineer 2143-134
2		Surveyors - Instrument Men 2161-118
4		Chainmen 2161-122
2		Rod Men 2161-122
1	1	Time Keeper 4131-158
1		Gravel Checker 4151-198
2		Materials Inspectors 8596-184
4		Foremen 8710-199
5		Grader Operators 8711-146
	1	Mower Operator 8711-162
	4	Laborers 8718-199
4		Truck Drivers 9175-118
<u>3</u>		Truck Helpers 9179-190
<u>=</u>	<u>=</u>	
29	6	
<u>=</u>	<u>=</u>	

(2)*

* Figure in parenthesis is number of total above it that are native persons.

ALBERTA HIGHWAYS & TRANSPORT (Cont'd.)

September 1, 1974

<u>a</u>	<u>b</u>	<u>c</u>
1		Grader Operator 8711-146
1		Truck Driver 9175-118
<u>1</u>		Truck Helper 9179-190
3		
=		

September 1, 1975

<u>a</u>	<u>b</u>	<u>c</u>
4		Foremen 8710-199
4		Grader Operators 8711-146
2		Truck Drivers 9175-118
<u>2</u>		Truck Helpers 9179-190
12		
=		

ALBERTA POWER

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
2		Clerk - Cashiers 4133-122
1		Radio Technician 8535-122
1		Line Construction Foremen 8730-114
1		District Supervisor 8730-122
4		Service Linemen 8731-110
<u>5</u>		Linemen 8731-118
14		
=		

AMOCO CANADA PETROLEUM CO. LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
2	Field Foremen	7710-126
1	Plant Operator	7711-110
1	Relief Plant Operator	7711-110
6	Roustabouts	7711-170
2	Gang Foremen	8580-199
<u>5</u>	Pumpers	9537-130
17		
<u>1</u>		
(1)		

January 1, 1974

<u>1</u>	Field Foreman	7710-126
----------	---------------	----------

September 1, 1974

1	Field Foreman	7710-126
1	Maintenance Foreman	
	- Gas Processing Plant	8580-199
1	Maintenance Man	
	- Gas Plant	8584-170
<u>3</u>		

ARCOM SYSTEMS MANUFACTURING LIMITED

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
1	General Manager	1130-122
1	Plant Superintendent	1143-114
1	Draftsman	2163-110
1	Estimator	2165-114
1	Secretary	4111-110
1	Stores Supervisor	4151-114
1	Store Man	4155-126
1	Welding Foreman	8330-126
1	Sheet Metal Worker	8333-118
1	Cut-off Saw Operator	8353-130
1	Radial Arm Saw Operator	8353-134
1	Foreman - Framing	8510-130
1	Foreman Mechanical	8580-114
1	Electrician	8733-122
<u>1</u>	Carpenter's Helper	8781-122
15		
<u>==</u>		

(1)

November 1, 1973

<u>a</u>	<u>b</u>	<u>c</u>
1	Store Man	4155-126
2	Sheet Metal Workers	8333-118
1	Welder	8335-126
1	Radial Air Saw Operator	8353-134
25	Assembly Workers - Jig	8549-399
2	Electricians	8733-122
6	Carpenter's Helper	8781-122
25	Assembly Workers - Pre-fab	8799-399
<u>1</u>	Fork Lift Operator	9315-126
64		
<u>==</u>		

September 1, 1976

<u>a</u>	<u>b</u>	<u>c</u>
1	General Manager	1130-122
1	Purchasing Agent	1175-118
1	Draftsman	2163-110
1	Estimator	2165-114
1	Secretary	4111-110
1	Store Man	4155-126
1	Welding Foreman	8330-126
3	Sheet Metal Worker	8333-118
1	Welder	8335-126
1	Cut-off Saw Operator	8353-130
1	Radial Arm Saw Operator	8353-134

ARCOM SYSTEMS MANUFACTURING LIMITED (Cont'd.)

September 1, 1976

<u>a</u>	<u>b</u>	<u>c</u>
1		Foreman - Framing 8510-130
25		Assembly Workers - Jig 8549-399
1		Foreman - Mechanical 8580-114
3		Electricians 8733-122
6		Carpenter's Helpers 8781-122
25		Assembly Workers - Pre-fab 8799-399
<u>1</u>		Fork Lift Operators 9315-126
75		
<u><u>75</u></u>		

Red Earth Area

November 1, 1973

<u>a</u>	<u>b</u>	<u>c</u>
	1	Time Keeper 4131-158
	1	Cook's Helper 6121-134
	1	Cook 6129-199
	3	Sawyers 8231-110
	2	Edgermen 8231-114
	6	Lumber Pilers 8238-134
	1	Millwright 8584-122
	<u>4</u>	Truck Drivers 9175-122
	19	
	<u><u>19</u></u>	

BANK OF NOVA SCOTIA

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
1		Manager 1135-114
1		Accountant 1171-138
1		Assistant Manager 1171-210
1		Clerk - Typist 4113-124
3		Tellers 4133-110
1		Discount Clerk 4135-182
<u>1</u>		Ledger Keeper 4135-182
9		
<u><u>9</u></u>		

November 1, 1973

<u>1</u>	Clerk - Typist	4113-124
----------	----------------	----------

BOISVERT STORES LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
3		Cashiers 4133-118
1		Grocery Manager 5130-110
2		Managers 5130-114
6	5	Retail Clerks 5137-114
1		Butcher 8215-114
<u>1</u>	<u>-</u>	Butcher's Helper 8215-294
14	5	
<u>=</u>	<u>=</u>	

(1)

September 1, 1978

<u>3</u>	Retail Clerks	5137-114
----------	---------------	----------

BRAIDNOR CONSTRUCTION LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
1		District Manager 1145-110
1		Secretary 4111-110
3		Bull Dozer Operators 8711-126
2		Utility Tractor Operators 8711-162
1		Foreman 8780-146
10		Pipefitters 8791-118
<u>10</u>		General Laborers 9918-199
28		
<u>=</u>		

(2)

CHEVRON STANDARD LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>		
1			Plant Foreman	1143-118
1			Production Foreman	1143-118
1			Unit Foreman	2154-114
1			Lead Engineer	2154-114
2			Production Engineer	2154-114
2			Production Technologists	2165-262
1			Construction Technologist	2165-266
		5	Technologists - Relief	2165-266
1			Clerk - Typist	4113-124
1			Head Accountant	4130-110
1			Accounting Clerk	4131-134
1			Traffic Clerk	4155-146
1			Maintenance Foreman	8580-114
2			Repairmen	8584-170
9			Gas Plant Operators	9537-126
<u>8</u>		<u>-</u>	Oil Well Pumpers	9537-130
<u>33</u>		<u>5</u>		
<u>=</u>		<u>=</u>		

C. JACKSON AND SONS LTD.

Red Earth Area

<u>a</u>	<u>b</u>	<u>c</u>		
	1		Bookkeeper	4131-114
		1	Cook's Helper	6121-134
		1	Cook	6129-199
		1	Camp Attendant	6139-118
2			Logging Foreman	7510-126
		8	Fallers	7513-118
2		4	Skidder Operators	7517-118
		2	Dozer Operators	7517-118
		4	Chokermen	7517-150
		2	Loader Operators	7518-110
<u>-</u>	<u>-</u>	<u>3</u>	Truck Drivers	9175-122
4	1	26		
<u>=</u>	<u>=</u>	<u>=</u>		

(25)

C. JACKSON AND SONS LTD. (Cont'd.)

January 1, 1974

<u>a</u>	<u>b</u>	<u>c</u>
	2	Cook's Helper 6121-134
	1	Camp Attendant 6139-118
	4	Fallers 7513-118
	4	Skidder Operators 7517-118
	1	Dozer Operators 7517-118
	<u>4</u>	Chokermen 7517-150
	<u>16</u>	

C. J. SCHURTER ELEMENTARY SCHOOL

Slave Lake

<u>a</u>	<u>b</u>	<u>c</u>
	1	Librarian 2351-114
9	2	Elementary Teachers 2731-110
	1	Secretary 4111-110
<u>1</u>	-	Janitor 6191-110
<u>10</u>	<u>4</u>	

E. G. WAHLSTROM SCHOOL

Slave Lake

<u>a</u>	<u>b</u>	<u>c</u>
1		Principal 1133-142
1		Librarian 2351-114
14		Elementary Teachers 2731-110
7	1	Secondary Teachers
		- Academic 2733-110
1		Secondary Teachers
		- Vocational 2733-114
1		Secretary 4111-110
1		Business Assistant 4131-146
<u>1</u>	-	Janitor 6191-110
<u>27</u>	<u>1</u>	

(1)

September 1, 1975

<u>a</u>	<u>b</u>	<u>c</u>
2		Secondary Teachers
		- Academic 2733-110
<u>6</u>		Staff Aides 2799-199

GILWOOD CONSTRUCTION LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
1		Secretary 4111-110
5		Welders 8335-126
2		Back Hoe Operators 8711-142
1		Foreman 8780-146
<u>7</u>		Laborers 9918-199

16

==

(4)

GULLION CONTRACTORS LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
2		Logging Manager 1143-118
	1	Cook 6129-199
	1	Foreman 7510-126
	9	Fallers 7513-118
	7	Skidder Operators 7517-118
	2	Dozer Operators 7517-118
	4	Landing Men 7517-142
	4	Loader Operators 7518-110
<u>—</u>	<u>1</u>	Maintenance Man 8799-126

2

==

(2)

(28)

Red Earth Area

November 1, 1973

<u>a</u>	<u>b</u>	<u>c</u>
	1	Cook's Helper 6121-134
	4	Fallers 7513-118
	7	Skidder Operators 7517-118
	2	Dozer Operators 7517-118
	4	Landing Men 7517-142
	<u>1</u>	Maintenance Man 8799-126
	19	
	==	

A portion of employees listed as a part of Gullion's Slave Lake Area operation will be shifted to Red Earth, November 1, 1973.

LINDSAY CONSTRUCTION LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>		
1			Manager	1130-122
1			Superintendent	1145-114
	2		Secretary	4111-110
		1	Cook	6129-199
1			Mechanic	8584-378
1			Foreman	8710-110
8		4	Bull Dozer Operators	8711-126
—	—	<u>3</u>	Laborers	8718-199
<u>12</u>	<u>2</u>	<u>8</u>		
<u>=</u>	<u>=</u>	<u>=</u>		

NORTH AMERICAN STUD COMPANY LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>		
1			Log & Timber Manager	1143-118
1			Office Manager	1149-126
1			Office Supervisor	4130-110
1			Bookkeeper	4131-114
1			Payroll Clerk	4131-118
1			Accounts Payable Clerk	4131-142
1			Invoice Clerk	4131-154
1			Purchasing Clerk	4155-122
1			Receptionist	4171-118
3			Watchmen	6115-138
2			Foreman	8230-122
1			Slash Saw Operator	8231-110
2			Edgerman	8231-114
2			Scragg Operators	8231-122
1			Planerman	8231-130
2			Kiln Operators	8235-110
2			Lumber Graders	8236-114
4			Lumber Sorter	8238-122
1			Dry Chainman	8238-122
1			Slash Saw Gate Operator	8238-134
1			Straightener	8238-134
1			Edger Feeder Helper	8238-134
1			Stacker Helper	8238-134
1			Stackerman	8238-134
1			Kiln Operator Helper	8238-134
1			Stick Placer	8238-134
1			Unstackerman	8238-134
1			Plane Feeder	8238-134
1			Plane Feeder Helper	8238-134

NORTH AMERICAN STUD COMPANY LTD. (Cont'd.)

<u>a</u>	<u>b</u>	<u>c</u>
4		Re-Trim Salvage Worker 8238-134
1		Clean Up Worker 8238-134
1		Grade Stamper 8238-134
1		Debarker Operator 8239-118
1		Canter Man 8239-142
1		Sorter Gate Operator 8239-142
1		Cant Straightener 8239-142
1		Tray Operator 8239-142
1		Machinist 8313-154
1		Cut-Off Saw Operator 8353-130
2		Electricians 8533-110
1		Bander 8548-134
4		Millwrights 8584-122
1		Bull Dozer Operator 8711-126
1		Loader Operator 8711-174
2		Mechanics 8799-126
1		Mill Ladder Operator 9315-114
1		Hyster Car Loader 9315-126
3		Michigan Operators 9315-134
<u>1</u>		Greaser 9918-199
69		
(23)		

January 1, 1974

<u>a</u>	<u>b</u>	<u>c</u>
2		Foremen 8230-122
1		Slash Saw Operator 8231-110
2		Edgermen 8231-114
2		Scragg Operators 8231-122
1		Planerman 8231-130
1		Kiln Operator 8235-110
2		Lumber Graders 8236-114
2		Lumber Sorters 8238-122
1		Dry Chainmen 8238-122
1		Slash Saw Gate Operator 8238-134
1		Straightener 8238-134
1		Edger Feeder Helper 8238-134
1		Stacker Helper 8238-134
1		Stackerman 8238-134
1		Kiln Operator Helper 8238-134
1		Stick Placer 8238-134
1		Unstackerman 8238-134
1		Plane Feeder 8238-134
1		Plane Feeder Helper 8238-134
4		Re-Trim Salvage Workers 8238-134
1		Clean Up Worker 8238-134
1		Grade Stamper 8238-134

NORTH AMERICAN STUD COMPANY LTD. (Cont'd.)

<u>a</u>	<u>b</u>	<u>c</u>	
1			Debarker Operator 8239-118
1			Canter Man 8239-142
1			Sorter Gate Operator 8239-142
1			Cant Straightener 8239-142
1			Tray Operator 8239-142
1			Cut-Off Saw Operator 8353-130
1			Bander 8548-134
4			Millwright 8584-122
1			Bull Dozer Operator 8711-126
1			Loader Operator 8711-174
1			Mechanic 8799-126
1			Mill Ladder Operator 9315-114
1			Hyster Car Loader 9315-126
<u>3</u>			Michigan Operators 9315-134
49			
<u>=</u>			

NORTHLAND CATERING

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>	
2	2		Cooks 6121-114
2			Preparation Cooks 6121-134
2	2		Waitresses 6125-126
<u>2</u>	-		Dish Washers 6198-134
8	4		
=	=		
(6)	(4)		

NORTHWEST INDUSTRIES LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>	
1			General Manager 1130-122
1			Production Manager 1143-114
1			Secretary 4111-110
2			Sawmen 8353-126
1			Layout Man 8359-126
2			Foremen 8780-114
4			Finishing Carpenters 8781-110
4			Carpenters' Helpers 8781-122
<u>1</u>			Fork Lift Operator 9315-126
17			
<u>=</u>			
(4)			

NORTHWEST INDUSTRIES LTD. (Cont'd.)

September 1, 1976

<u>a</u>	<u>b</u>	<u>c</u>
6		Sawmen 8353-126
2		Layout Men 8359-126
2		Foremen 8780-114
12		Finishing Carpenters 8781-110
12		Carpenters' Helpers 8781-122
<u>1</u>		Fork Lift Operator 9315-126
35		
<u>=</u>		

PARKLAND DRIVE INN

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
1		Manager 6120-114
2		Cooks 6121-126
2		Cooks' Helpers 6121-134
<u>2</u>	<u>3</u>	Counterman 6125-122
7	3	
<u>=</u>	<u>=</u>	

R & N TRANSPORT LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
1		Secretary 4111-110
1		Truck Supervisor 9170-118
2	2	Truck Drivers - Heavy 9175-118
2	2	Truck Drivers - Tandem 9175-122
<u>3</u>	<u>3</u>	Swampers 9179-190
9	7	
<u>=</u>	<u>=</u>	

(1)

ROLAND MICHENER HIGH SCHOOL

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
1		Principal 1133-142
11		Secondary Teachers
		- Academic 2733-110
2		Secondary Teachers
		- Vocational 2733-114
2		Staff Aides 2799-199
2		Secretary 4111-110
<u>1</u>		Janitor 6191-110
19		
<u><u> </u></u>		

ROYAL BANK

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
1		Manager 1135-114
1		Accountant 1171-138
1		Assistant Manager 1171-210
1		Stenographer 4111-118
4		Tellers 4133-110
1		Discount Clerks 4135-182
1		Proof Teller 4135-182
<u>1</u>		Posting Machine Operator 4141-110
11		
<u><u> </u></u>		

SAWRIDGE MOTOR HOTEL

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>
1		Hotel Manager 1142-110
1		Accounts Clerk 4131-134
1		Night Auditor 4131-134
2	1	Cashiers 4133-118
3		Desk Clerks 4194-110
1		Catering Manager 6120-110
4		Cooks 6121-114
3	1	Bartenders 6123-110
11	3	Waitresses 6125-126
1		Cocktail Waitress 6125-126
1		Assistant Manager 6130-114
1		Housekeeper 6133-114
4	5	Chambermaids 6133-114

SAWRIDGE MOTOR HOTEL (Cont'd.)

<u>a</u>	<u>b</u>	<u>c</u>
2		Maintenance Men
<u>2</u>	<u>1</u>	Dishwashers
38	11	
<u>==</u>	<u>==</u>	

6191-110
6198-134

(20)

January 1, 1974

<u>a</u>	<u>b</u>	<u>c</u>
1		Bar Manager
3		Bartenders
1	1	Snack Bar Attendants
7		Waiters
<u>3</u>	<u>-</u>	Floor Supervisors
15	1	
<u>==</u>	<u>=</u>	

6120-118
6123-114
6125-122
6125-126
6198-150

SLAVE LAKE GENERAL HOSPITAL

Slave Lake

<u>a</u>	<u>b</u>	<u>c</u>
1		Hospital Administrator
1		Surgeon
3		General Practitioners
1		Nursing Supervisor
12		General Duty Nurses
6		Certified Nursing Aides
1		Orderly
1		Registered Radiological Technician
1		Registered Lab Technician
1		Lab X-Ray Technician
1		Secretary
1		Bookkeeper
1		Medical Records Clerk
1		Ward Clerk
2		Dietary Cooks
3		Cooks' Helpers
2		Maintenance Men
4		Housekeeping Aides
<u>2</u>		Laundry Aides
45		
<u>==</u>		
(1)		

1130-114
3111-146
3111-166
3130-110
3131-130
3134-110
3135-114
3155-114
3156-134
3156-134
4111-110
4131-114
4161-110
4197-122
6121-122
6121-134
6191-110
6191-114
6198-138

SLAVE LAKE GENERAL HOSPITAL (Cont'd.)

September 1, 1975

<u>a</u>	<u>b</u>	<u>c</u>
1	Nursing Supervisor	3130-110
6	General Duty Nurses	3131-130
6	Certified Nursing Aides	3134-110
1	Bookkeeper	4131-114
1	Medical Records Clerk	4161-110
1	Dietary Cook	6121-122
1	Cook's Helper	6121-134
<u>1</u>	Housekeeping Aide	6191-114
18		
<u>18</u>		

SLAVE LAKE HOTEL

Slave Lake

<u>a</u>	<u>b</u>	<u>c</u>
1	Clerk - Billiard Hall	3715-126
1	Secretary	4111-110
3	Front Desk Clerks	4194-110
5	Tap Men	6123-114
2	Managing Supervisors	6130-114
<u>1</u>	Chambermaid	6133-114
13		
<u>13</u>		

(8)

SWANSON LUMBER CO. LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>		
		3	Fallers	7513-118
		1	Log Bucker	7513-118
		3	Skidder Operators	7517-118
		1	Log Loader	7518-110
		1	Sawyer	8231-110
		1	Edgerman	8231-114
		3	Millwrights	8584-122
		3	Mechanics	8799-126
		2	Truck Drivers	9175-122
		<u>1</u>	Fork Lift Operator	9315-126
		19		
		<u>=</u>		
		(11)		

November 1, 1973

<u>a</u>	<u>b</u>	<u>c</u>		
		1	Timekeeper	4131-158
		2	Cooks	6129-199
		2	Foremen	7510-126
		10	Fallers	7513-118
		4	Limbers	7513-118
		10	Skidder Operators	7517-118
		2	Dozer Operators	7517-118
		1	Log Loader	7518-110
		1	Mechanic	8584-378
		2	Maintenance Men	8799-126
		<u>7</u>	Logging Truck Drivers	9175-122
		42		
		<u>=</u>		

TOWN OF SLAVE LAKE

Slave Lake

<u>a</u>	<u>b</u>	<u>c</u>
1		Town Manager 1113-114
1		Secretary Treasurer 1135-110
1		Office Manager 1149-126
1		Gas Supervisor 2159-126
1		Development Control Officer 2319-130
1		Recreation Director 2333-110
1		Clerk - Typist 4113-124
1		Municipal Cashier 4133-122
1		Accounting Machine Operator 4141-110
1		Store Man 4155-126
1		Crew Chief 8780-134
1		Sewer and Water Maintenance 8791-134
1		Gas Operator Assistant 8791-150
1	1	Maintenance Men - Arena 8799-126
1		Garbage Man 9175-118
2		Machine - Equipment Operator 9199-130
1		Utilities Plant Operator 9535-114
1		Utilities Plant Operator - Assistant 9535-114
<u>3</u>		General Laborers 9918-199

22

==

(3)

April 1, 1974

<u>a</u>	<u>b</u>	<u>c</u>
1		Inspector - Purchasing Officer 1175-118

September 1, 1975

<u>a</u>	<u>b</u>	<u>c</u>
1		Clerk - Typist 4113-124

September 1, 1978

<u>a</u>	<u>b</u>	<u>c</u>
3		Public Works - Equipment Operators 8711-162

VANDERWELL CONSTRUCTION LTD.

Slave Lake Area

<u>a</u>	<u>b</u>	<u>c</u>	
1		1	Timekeeper 4131-158
		1	Cook's Helper 6121-134
		1	Camp Cook 6129-199
1		1	Foreman - Planer Mill 8230-122
		1	Planer Operator 8231-130
		1	Trimmer Man 8231-142
		1	Lumber Grader 8236-114
		4	Green Chainmen 8238-122
		6	Laborers 8238-134
1			Maintenance Man 8799-126
1			Truck Driver 9175-122
-		<u>1</u>	Fork Lift Operator 9315-126
4		<u>16</u>	
=		<u>=</u>	
		(6)	

Red Earth Area

<u>a</u>	<u>b</u>	<u>c</u>	
		1	Timekeeper 4131-158
		2	Cooks' Helper 6121-134
		2	Cooks 6129-199
		1	Logging Foreman 7510-126
		5	Fallers 7513-118
		5	Skidder Operators 7517-118
		2	Dozer Operators 7517-118
		1	Log Loader 7518-110
		1	Head Saw Operator 8231-110
		1	Log Cut-Off Sawyer
			- Automatic 8231-134
		1	Trim Man 8231-142
		7	Sawmill Laborers 8238-134
		1	Sawmill Worker 8239-142
		1	Electrician 8533-110
		1	Millwright 8584-122
		7	Truck Drivers 9175-122
		<u>2</u>	Fork Lift Operators 9315-126
		<u>41</u>	
		<u>=</u>	
		(8)	

ZEIDLER PLYWOOD CORPORATION

Slave Lake Area - Nipisi

<u>a</u>	<u>b</u>	<u>c</u>		
		1	Sawmill Foreman	8230-122
		2	Sawyers	8231-110
		3	Bucking Operators	8231-134
		2	Lumber Pilers	8238-134
		5	Yard Laborers	8238-134
		4	Bull Dozer Operators	8711-126
		2	Maintenance Men	8799-126
		<u>4</u>	Fork Lift Operators	9315-126
		23		
		<u>=</u>		
		(2)		

Above to terminate on or about December 1, 1973.

Slave Lake Area - Mitsue

<u>a</u>	<u>b</u>	<u>c</u>		
		1	Construction Superintendent	1145-114
1			Forest Engineer	2159-138
1			Logging Superintendent	7510-120
4			Timber Cruisers	7516-110
		1	Yard Foreman	8230-114
1		2	Welders	8335-126
1			Electrician	8533-110
1		1	Bull Dozer Operators	8711-126
		1	Construction Foreman	8780-114
		6	Carpenters	8781-110
		<u>4</u>	Laborers	8798-114
-		<u>=</u>		
9		16		
<u>=</u>		<u>=</u>		

Group c above to terminate on or about December 1, 1973.

ZEIDLER PLYWOOD CORPORATION

Slave Lake Area - Mitsue

December 1, 1973

<u>a</u>	<u>b</u>	<u>c</u>
2	Timekeepers	4131-158
1	Shipper	4150-114
1	Scale House Operator	4157-110
1	Veneer Plant Foreman	8230-118
1	Sawmill Foreman	8230-122
1	Edger Operator	8231-114
1	Scragg Operator	8231-122
1	Planerman	8231-130
1	Bucking Equipment Operator	8231-134
1	Lathe Operator	8233-112
1	Lathe Operator Assistant	8233-112
1	Clipper Operator	8233-142
1	Dry Kiln Man	8235-110
1	Dryer Operator	8235-134
1	Lumber Grader	8236-114
2	Graders	8236-126
1	Fish Tail Sawyer	8238-114
3	Green Chain Offbearers	8238-122
1	Sheet Take-Off Worker	8238-134
1	Scragg Tailer	8238-134
1	Edger Tailer	8238-134
1	Stud Stacker	8238-134
2	Laborers	8238-134
1	Clean Up Man	8238-134
1	Yard Man	8238-134
1	Debarker Operator	8239-118
1	Chipper Operator	8239-134
1	Grinder Man	8393-134
1	Equipment Mechanic	8581-118
2	Millwrights	8584-122
1	Maintenance Carpenter	8781-114
1	Maintenance Man	8799-126
<u>4</u>	Fork Lift Operators	9315-126
<u>42</u>		

Approximately 50% of the Mitsue work force as of December 1, 1973 will be native persons i.e. 25.

